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MAY - 4 1987

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U.S. Department of Agriculture • Forest Service • Ogden, Utah



April 1987

Region 4 EMPLOYEES ALREADY GO “BEYOND PUBLIC SERVICE,” CONSULTANT SAYS

Last Fall, a straw-haired university professor spent some time wandering around Region 4, talking to employees about how they work with the public—and with each other.

A hundred and fifty interviews later, Dr. Emil Bohn is convinced, “Most Forest Service employees go ‘Beyond customer service.’ ”

Bohn, a Utah State University communication professor and private consultant, was commissioned by the Forest Service to develop two educational mini-modules, one on public service and the other on employee relationships. To gather information for the modules, Bohn and an assistant interviewed employees from all grades and specialties at Supervisor Offices or Ranger Districts on the Bridger-Teton, Caribou, Manti-LaSal, Sawtooth and Wasatch-Cache National Forests. Bohn also queried Regional Office employees, including Directors, the Regional Forester and his Deputies.

“I asked them general questions about the type of public service the Forest Service offers and should offer,” Bohn said. “Also, for the module on working relationships, I asked interviewees what key issues they saw as important internally, what things helped them to get the job done and what got in the way.”

The employee relations module, “Work With You?” has been pilot tested at the Regional Office and Toiyabe and Sawtooth National Forests. The other, “Beyond Customer Service,” was tested in mid-April at the Logan Ranger District, Wasatch-Cache National Forest. Virginia Benson (WO-PAO), who initiated the project, attended the Logan session and accepted the modules for the Washington Office. Benson’s plan is to make these two packages available Agency-wide. Chip Cartwright and Cindy Chojnacky, who coordinated the project for IO, plan to make the modules available in Region 4 in May.

Bohn said information from Region 4 employees “is directly reflected in the mini-modules. Without it, the modules would have been very different—and disastrous.”

For instance, “Beyond Customer Service” is now a videotaped sequence of examples of different types of public service: what Bohn labels “debit zone,” “safe zone,” “risk zone” and “liability zone.” An employee who refuses to give

any information may be in “debit,” one who helps the public—within the rules—may be “safe,” one who stretches a rule to help someone may be in the “risk zone” and illegal service may be a “liability.”

Bohn originally planned a module to show employees how to offer exceptional service, sort of a HOST revisited. “But I discovered it wasn’t needed. Employees already do that. What employees need are some parameters from their manager on what service zone they should operate in.”

A facilitator can take people through the module and they will determine where they ought to be. For instance, a District Ranger and staff might work through the module and decide that the District will offer public service in the “risk” zone. Knowing their manager backs them will free employees to serve the public within these parameters.

Employees also changed Bohn’s plans for the “Work With You?” module. He planned to discuss work with the traditional civil rights target groups—women and minorities. “However, I found the stereotyped problems, although they exist, are not really the perceived differences in the Forest Service.” In Region 4, the “us and them” occurs more between different levels; for instance, Ranger Districts and Supervisor Offices.

There’s also friction between career specialties: foresters and wildlife biologists, line and staff, resources and clerical.

The way Bohn sees it, these “different” folks have more in common than they might think. For instance, most Forest Service people joined the outfit because they love the outdoors and care about natural resources—and most care vitally about serving the public.

What about the “us and them” attitude between levels? “Your corner office folks have the same values most District Rangers do,” said Bohn. “Stan Tixier wants employees to have more time to work and listen to the public. He thinks good two-way communication is the key to solving most of our problems. He also wants to know what employees think and what their problems are out on the front lines. That’s why your Regional Forester initiated ‘Communications Awareness,’ the report that led to this educational project—and it’s why he continues to stress communication.”

The "Work With You" mini-module brings out the differences among Forest Service employees "but focuses on the similarities," Bohn said. "You'll come out with an appreciation of what's important in your life and what's important in the lives of people you work with. You won't get answers; but you'll get a place to start when you try to figure out why people do what they do. The objective is to learn how to work together."

Overall, Bohn said he thinks Forest Service relationships with the general public are excellent. "One of the reasons employees go that extra step in serving the public is that they get most of their positive strokes from the public, not from the Agency."

He suggested that the Agency "use some of its excellent public input vehicles on its own employees. Build some rela-

tionships, get some interaction between the levels. It's an overused phrase, but Forest Service employees 'need a sense of teamwork,' of being in this together."

He thinks employees will continue to go beyond what is expected in serving the public. Forest Service employees are among the most dedicated he has seen and he's worked on communication and employee relation problems for 40 private companies and numerous government agencies.

"Your workforce is so dedicated it is going to put up with public abuse and internal frustrations and do its best for the land and for the people," said Bohn.

Cindy Chojnacky
Information Office

(See "Support Group" article on page 3.)

REGIONAL FORESTER'S MESSAGE

The summer of 1985, I was part of a Communications National Task Force. Among other things, the ensuing publication, "Communications/Awareness," dealt with three "c's"—dealing with CONTROVERSY, COMMUNICATING better, and inspiring public CONFIDENCE.

A very important ingredient in the development of that publication was the listening that was done. Sixty interviews of a broad cross-section of the Forest Service "constituency" were conducted by personnel from all levels of our agency.

Further emphasis to listening and communications was given on the cover of the publication. Two people (one a Forest Service officer) are engaged in a conversation with the caption, "We're Listening."

Careful listening has been named as one of the most important facets of communications. Psychologists say that giving another person a sense of being understood should be the goal of all listening.

When you decide you know what is going to be said—and you already know how you feel about it, you aren't going to get the real message. A good listener not only hears what the other person says but "lets it in."

One of the best facilitators to being a good listener is to remain objective—DON'T JUDGE. There is seldom a totally right or a totally wrong side to any issue—there are only perspectives and points of view.

If we don't develop listening skills, we will never have a good rapport with our publics and, just as important, within our own ranks. Controversies will continue and confidence in our agency will be questionable.

One skill in getting someone to listen to you, is to ask questions—clear, short questions that only cover one

point at a time. Questions increase listener interest, stimulate thinking, and bring out attitudes allowing you to deal with objections and misunderstandings right away. Questions generate an exchange of ideas and allow you to reinforce and emphasize major points. We won't appear as bureaucratic authoritarians who already know it all if we ask questions. If objections are voiced, that person is thinking and we have an opportunity to explain.

Listening and communications will continue to be important as we are pelted with public opinion against forest management—forest roads, wilderness areas, below cost timber sales, forest plans, etc. Even though we now have more information upon which to base a good management decision that we have ever had before, controversy hasn't decreased. What that says to me is that telling our story isn't enough. Maybe the answer lies in doing more listening. Unless both are done effectively, there is no communication.

Very few Americans have a chance to see a Forest road. How then do we explain a Forest road issue to those who have no frame of reference except that developed by media sensationalism or one-sided reporting.

Mark Twain once said, "The trouble with the world is not that people know so little, but that they know so much that just ain't so." We won't know what misconceptions need clarification unless we listen.

I continue to give all-out support to communications/awareness. I hope it is not only alive and kicking but growing momentum in Region 4.



J. S. Tixier
Regional Forester

Region 4 EMPLOYEE SUPPORT GROUP PROVIDES IDEAS FOR AND HELPS TEST MINI-MODULES

More than 150 Region 4 employees provided information for the national mini-modules project; however, another 11 employees did even more to help the project succeed. This "support group" of individuals from throughout the Region responded to an Intermountain Reporter article last September requesting volunteers for the project. Each filled out a survey for consultant Emil Bohn to help him further assess Forest Service public service and working relationships. Most also participated in a mini-module pilot test.

"We had to limit the number of pilot tests so we couldn't include all of our supporters," noted Chip Cartwright, IO coordinator for the project.

Chip and co-coordinator Cindy Chojnacky plan to send the completed mini-modules to all 11 "supporters," probably in May. "We hope these folks will share the material with their employees or peers and help us market the mini-modules through Region 4," Chip added. "We think we have two good tools; we're delighted we've got some folks on the front lines to help us get these tools into people's hands."

Anyone interested in the mini-module project can contact

Chip (phone: 625-5355), Cindy (phone: 625-5254) or one of the support group members listed below.

MINI-MODULES SUPPORT GROUP

Ollie Jones, Salt Lake District, Wasatch-Cache NF
Jeanne Barrett, Caribou NF
Jenny Carson, Sawtooth National Recreation Area,
Sawtooth NF
Mary Wagner, Twin Falls RD, Sawtooth NF
Mike King, Carson RD, Toiyabe NF
Steven Kratville, Cobalt RD, Salmon NF
Alicia Merryman, Toiyabe NF
Dave Olson, Payette NF
John Skinner, Payette NF
Kent Traveller, Loa RD, Fishlake NF
Ann Keysor, Intermountain Research Station
Margie Peterson, Aviation and Fire Management, RO
*Ed Waldapfel, Sawtooth NF

*Although not an original "support group" member, Waldapfel organized a mini-module test on the Sawtooth and will have module materials. □

FISHERIES PROGRAM STRENGTHENED

The Forest Service has launched a new program to enhance fisheries resources in the National Forests.

"Fisheries management has been a part of National Forest management since 1897," Forest Service Chief F. Dale Robertson said. "What we are doing is renewing our commitment to this resource by setting direction that incorporates new technology and knowledge about managing fisheries and aquatic habitats."

A Forest Service task force evaluated the National Forest fisheries resource and developed actions for improvement following recommendations from the American Fisheries Society. The task force report, "Fisheries Habitat Management: A Positive Future," defines the fisheries program and actions to improve fish habitat and associated riparian areas. The report focuses on increased use of state-of-the-art methods to protect, maintain and enhance fish habitat. It also encourages partnerships with other agencies, users, and the public in activating the program.

National Forests contain 128,000 miles of streams, including some of the Nation's blue-ribbon trout streams, and 2.2 million acres of lakes and reservoirs. These areas are increasingly important to commercial, recreational, and subsistence users. Management techniques assure the continued viability of fish species such as salmon, trout, catfish, pike, muskellunge, bass, walleye, and sunfish. □

AMERICAN FORESTRY ASSOCIATION HELPS

The Forest Service and the American Forestry Association (AFA) have agreed to work jointly on the development, production, and distribution of educational materials on forest and natural resource issues. The materials will cover resource conservation, environmental education, continuing education, and development of urban and rural-oriented skills.

Under the agreement, the Forest Service will select issues, identify projects and provide the raw materials for preparation. AFA will recommend content and methods to be applied, review drafts, suggest testing and research, and edit final manuscripts. Completed projects will be distributed through AFA, the North American Association for Environmental Education (NAEE) and the Forest Service. AFA will help promote distribution of materials with catalogs, material lists and reference guides.

AFA has a well-established public outreach network and an active citizen education program. The new program will benefit from the Association's advanced education and information media strategies, methods, designs and applications. □

Creative Juices Flowed for— INT/R-4 EMPLOYEES' "INFORMATION DAY"

Calling upon their vast collective creative resources, all nine administrative units in the Regional Office and Intermountain Station headquarters innovatively introduced their people and told what they do.

The relaxed and informal structure transformed what could have been a very dull exercise into a delightful and enlightening experience.

An outside luncheon speaker, an overview of the retirement system, an open question/answer period, and performance recognition completed the day's activities.

The primary goal of Assistant Station Director Beverly Holmes and Deputy Regional Forester Clair Beasley was met. Administrative employees now have a better understanding of what their associates do and can more effectively interact with them.

WAYS FOREST SERVICE WORK WAS DESCRIBED:



Civil Rights produced a "Jeopardy" segment with Curt Peterson (CR) as the jovial host.



DRF Clair Beasley, Mary McDonough (CR), and Liz Close (INT) were the feisty, but very astute, "Jeopardy" contestants.



One of these three lovely ladies—Janice Ermatinger, Sandy Taylor, Udene Slama (seated left to right) will be chosen on the "F&PS Dating Game" hosted by Becky Ragland.



Beverly Holmes, ASD, said she didn't believe in asking others to do what she would not. Her job was aptly described by using a tire hubcap.



A 2-sided hat, binoculars, irrigation boots, a headlamp, a rear view mirror, pillow and police whistle are all necessary equipment for this Director. Ask Dave Blackner, Director of Personnel Management, what each article is used for.



Every Forest Service skit needs a line officer—one who portrays the proper agency image. Hank Walters (PM) and his horse rode in to fill this assignment. (Photo credit: Mike Prouty, Public Affairs Officer, Research Information, Intermountain Station)

ANATOMY OF BOTANISTS

As one botanist explains, “Coming into a plant taxonomy lab (herbarium) is like reading *Moby Dick*; you didn’t know you wanted to know so much about whales.”

Surprisingly, a plant lab is fascinating. Maybe it is because of the enthusiasm and dedication of the people; or because of its place in history; or because of its physical layout and practical usage.

Most probably, the interest in visiting a plant lab comes from the people who are attracted to the profession. They are NOT the stereotyped, dull, absentminded scientists.

Take Duane Atwood, Intermountain Regional Botanist, for example. He describes a “stzkprx” (?) with light in his eyes, energy in his body, and excitement in his voice. It’s infectious.

Botanists cannot be absentminded. They have to know at least two or three names for every plant—in Latin. There are 3,517 known plants in Utah. Idaho, Wyoming and Nevada have their own unique species, quite a challenge to the Intermountain Regional Botanist. Storing this knowledge uses a lot of brain cells.

In general, collection methods are still the same for botanists as they were when General John Fremont made the first Utah collection during his second expedition in 1845. In the field, botanists collect, press and number specimens in newsprint (in the old days they used bound books); and enter the number, location, genera, species, and variety, if known, in their collection book. Back at the lab, a “Voucher” is made after the specimen is studied extensively, sometimes 5 or 6 times, to ensure exact verification of its scientific name. This may involve comparisons with other entries, studies of other state collections, and historical research. There are 14,000 names associated with Utah flora “requiring constant checks on validity and duplication.”

A herbarium is a plant library. Much time is spent in recording details about its collections, genera, species, types, and descriptions. Time is even spent listing who receives duplicates of additional specimens. Every collection number corresponds to a record book and the index file in the herbarium.

For most of the plants collected for the Forest Service, at least 4 sets are made: 1 set for the Regional Office; 1 set for Forest or District Offices; 1 set for Brigham Young University (BYU); and 1 set for the New York Botanical Garden where work is proceeding on Intermountain Flora. By having duplicate sets, the work is protected from calamities such as fire and the specimens are more accessible.

Like a library, plant specimens can be borrowed—or given—to other institutions and botanists for research, collections, or verifications.

Even though BYU has 300,000 sheets of plants, more are received each year. Since the final edit of their book, “A Utah

Flora,” the four authors have 10 new state records to add—but they will have to wait for the next printing; a common problem for authors of floras. These books are usually updated every 5-10 years through “supplements.”

Atwood points out that the title of their book is, “A Utah Flora,” not “The Utah Flora,” because of the continuous discovery of new plants. “Utah has 840,000 square miles,” explains Atwood. “We’ve only covered 8,400 miles of that adequately. There are thousands of square miles no botanist has walked on.” In addition, new species are constantly being introduced. Unfortunately, many of these are “noxious.” The Forest Service has unwittingly contributed to this problem. At one time, the Forest Service brought some plants from Europe for experimentation—some noxious introductions dominated or wiped out native species; some proved poisonous to sheep.

To discover many plants, the botanist wants to be in the exact location on the week when the plant is in flower or fruit. “Botanists are often two weeks late or two weeks too early,” moans Atwood.

Plant collectors are a very dedicated group. Stan Welsh, BYU botanist, tells about finding Atwood parked along a road in southern Utah in the pouring rain on a holiday weekend in his battered pickup truck and buried in pressed plants piled in stacks from the floor of the cab to the ceiling—madly scribbling his notes on top the pile of plants sitting chest high on his lap. Says Welsh, “Ever seen a Plant Widow? That’s the wife of a botanist!”

Sherel Goodrich, Ashley Forest Botanist and Range Conservationist, has the same type of enthusiasm and dedication. Goodrich says his interest in study plants came in a roundabout way. While majoring in range resource management, he took the required plant taxonomy class. Pursuing a class project, he walked outside, picked up a grass plant, and keyed it out using the book, “Important Range Grasses of Utah.” It worked—and he was hooked.

When Goodrich began full-time employment on the Ashley National Forest, there was no Utah flora book from which to identify the plants resulting in frustration, anguish and sometimes anger in doing range analysis. Goodrich began his own collection for the Ashley Forest herbarium, doubling the collections of earlier collectors in the 20’s, 30’s and 40’s.

Goodrich and Atwood work a lot with Mont Lewis, retired Forest Service employee turned volunteer, who still does work at the Regional herbarium. Lewis is especially knowledgeable about the Uinta Mountains and the genus *Carex*, Goodrich’s favorite area for collections and favorite genus.

The Uinta Basin Flora book became a reality when the Vernal Bureau of Land Management Office funded Dr. Elizabeth Neese, and some time and money were allotted to Goodrich by the Forest Service to gather a complete flora for the

basin. Both Neese and Goodrich put in a lot of personal time in cataloguing and recording their collections. Goodrich estimates that 80% of the time was his own.

Because it takes a long time, usually two to three years, for a botanist to really learn one family, each botanist tends to have some favorites that he/she specializes in. The sunflower family ("asteracea," which makes up 20% of the Uinta Basin flora) alone usually takes 2 years of study just to be familiar enough with the species to key more than one half of them. Botanists will sometimes argue with each other about their favorites such as "legumes versus grasses." Some say that the most handsome grass is about equal to the most homely legume.

What does Goodrich plan to do now that he has coauthored one area's plant flora? His next ambition is to write a geobotany book on the Uinta Mountains. He's already learned the sequences of formations through his plant collection treks. Goodrich feels that "there's a need for such a study and that it could have management implications."

Are botanists crazy?

Goodrich tells of a husband-wife botanist team named Lemon who journeyed from California to a mountain range in Arizona in the 1870's to study the flora. The Lemons had arranged to stay at ranches along the way since motels and accommodations were scarce in that part of the country. As they arrived at each ranch, they found the buildings burned to the

ground and the occupants scalped, killed or they had disappeared. The Apache warriors were one step ahead of them. Upon reaching their destination, they proceeded to collect specimens for several days before the marauding Apaches captured them and brought them to their Chief. The Chief looked at them and their collections of plants, touched his finger to his forehead, pronounced them crazy and left them unharmed.

Draw your own conclusions.

Ann Matejko
Public Affairs Officer

(See "Book Reviews" article on page 12.)

DO YOU READ THE INTERMOUNTAIN REPORTER COVER TO COVER? WHETHER THE ANSWER IS YES OR NO, WE WANT TO HEAR FROM YOU. THE NEXT ISSUE OF THE INTERMOUNTAIN REPORTER WILL CONTAIN A QUESTIONNAIRE ASKING WHAT KINDS OF INFORMATION YOU WANT AND HOW THE INFORMATION OFFICE CAN BEST PROVIDE IT. WE'D LIKE TO HEAR FROM EVERYONE—SO WATCH FOR THE MAY ISSUE OF THE "REPORTER."

TOUCHY, FEELY BOX

Kids can't resist. They fearlessly plunge their hands into the three holes to feel what's inside a Forest Service educational box strategically placed in a Nevada public library. Kids are lured on by a question above each hole—the first—"What is the seed for the biggest flower in the forest?"; second—"I'm the home for animals, insects and plants. What am I?"; third—"I'm dangerous and shouldn't be played with. What am I?" Bet you don't know what's inside the holes; think about it while you finish the article.

The touchy feely box was designed by Sandy Sullivan, Information Receptionist, Carson Ranger District, to entertain and educate youngsters. The box has been spending 30 days each in the public libraries in surrounding towns.

In the Reno Library alone, it is estimated that 30,000 people had access to the display. The Reno Library also used photos of the display as part of its annual Library Convention display.

The children in the Sparks Library were so inspired that they put on a "Smokey Bear Dance and Play Day." With parents as a captured audience, the children promoted safe fire practices through singing Smokey songs and presenting the one-act play.

Eventually, the District will have three box displays—a permanent one in Carson and two others to be taken on tour. The box is designed to use 3 of 14 subjects.

Sandy said, "We have had a great time reaching out and in-

teracting with the public this past year. Possibilities are unlimited for telling the public about what we do and what National Forests offer."

Oh yes. The touchy feely answers are: pine cone—dirt—and matches. How did you do?



Emily Johnson seeks the answer to "What is the seed for the biggest flower in the forest?"

DOING MORE FOR LESS . . . CAN BE FUN!

That's what employees on the Carson Ranger District have been doing.

Sandy Sullivan, Public Information Receptionist, saw the need to reach out and let people in the local communities know about the services provided by the Carson Ranger District. This past year, Sandy and other District employees have successfully initiated projects that met that need—and at very low costs.

A simple, yet effective, portable display was designed. It is in three sections. The large (middle section) is a semi-permanent display showing the five separate Districts that make up the Toiyabe National Forest. The Toiyabe is so spread out—it is in two states and 15 counties, and it takes four maps to display the five Districts. The display caption, "SOMETHING OUT THERE IS WAITING FOR YOU," gets attention and sparks interest in the possibilities of the District. Beautiful, color enlargements of photographs of multiple uses on the District—hiking, gold panning, wilderness, animals, river rafting, fishing, pine nut harvesting, logging, firewood cutting, camping, mining and just plain gorgeous scenery—were dry mounted and placed on the display with velcro so they can be changed around freely.

The two side panels are smaller and changeable. Areas of interest, at the time, can be displayed. In the summer, it usually shows campgrounds, woodcutting, hiking trails and volunteer programs. Handouts are available at every display. Up-to-date information sheets are duplicated and placed on logs arranged around the display. Round river rocks painted with Smokey and Woodsy faces are set on the handouts to keep them in place. This has proven to be an inexpensive way to dispense a lot of information to a lot of people who feel very comfortable receiving it in this manner.

The display has been in all the libraries in the Carson, Reno, Sparks and Gardnerville areas. Over a five-month period, it was viewed by over 80,000 people and over 13,000 handouts were taken.

The District set up two county fair displays and participated in a parade.

The traveling children's educational box that was developed is discussed in another article in this issue of the "Reporter."

At the present time, Sandy is working on plaster of paris casts of animal footprints for a display on animals on the Carson Ranger District.

For Christmas, the Carson District made and decorated four large, wooden (log) deer as Christmas ambassadors of good will. Instead of a tree in the reception area of the District Office, one of the deer extended holiday cheer—people loved it! One deer graced the lobby of the Supervisor's Office in Sparks, another was used in an outdoor display and the fourth went to the pediatrics ward of a local hospital. Sim-

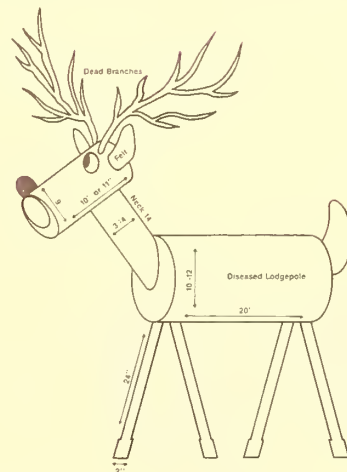
ple cards were attached to the necks of those reindeer given as gifts. The cards read, "For you. Made for your enjoyment by the employees of the Carson Ranger District." "This project really increased public support," Sandy said.

Cecelia Stewart
Public Information
Toiyabe National Forest



The Carson District doesn't sell Christmas trees but one has always been displayed in the office in years past. Even though these trees were purchased locally, there were questions as to why the public was not issued tree cutting permits. Woody the Reindeer received positive feedback (and there was no mess to clean up after Christmas). Woody was made from a diseased lodgepole pine.

Diagram for building Woody.



ENGINEERING 4 EVERYONE

Every week is "National Something" Week, but February 23-27 was National Engineering Week. That's when Division of Engineering Director John Lupis told his troops to "strut their stuff," and the third floor of the Ogden Federal Building turned into a showcase of Forest Service Engineering pride.

Inspired by the theme, "Engineering 4 Everyone," the halls were decked with displays featuring project accomplishments in just about every phase of Forest Service resource management. Out came a truly fascinating assortment of both antique and state-of-the-art equipment, both for viewing and demonstration. Not only could visitors see photographs from all over the Region but they could also try their skills at operating a hundred-year-old surveying instrument or a brand new one, using a laser beam. Then, within a few steps, they could watch a demonstration of the latest model of a computer-driven engineering graphics machine.

Over 300 guests, including employees from all over the Region, retirees, and members of the public and employees' families visited the open house on Thursday, February 26. In addition, the Division entertained two class groups from Central Middle School, in hopes of catching the interest of any potential civil engineers that may remember what they saw and be part of the "Engineering 4 Everyone" open house in the year 2000.

Guests enjoyed refreshments and a chance to win one of several attractive door prizes.

Each and every Division employee work station was identified by a yellow sign fashioned after the currently popular "on board" signs that are being seen in the back windows of vehicles. By using a floor plan/map handout, guests could learn more from the Cadastral Engineer on Board, or the Systems Engineer on Board, or whatever Engineering employee happened to be "on Board" wherever they stopped to view individual work displays.

Bill Self
Engineering (RO)



"Jon" and "John" have more in common than their names. John Ferguson (right) retired as Regional Surveyor and Jon Leonard currently holds that position.



Pam Bronson, Engineering Office Management Assistant, and others served as hostesses to greet the visitors.



Everything you've ever wanted to know about engineering was explained through the many exhibits.

HOST

On October 22, Clem Pope, Resource Forester, Krassel Ranger District, wrote the following letter to Sherman M. Rood:

“Woody Hesselbarth, our Recreation Technician on the South Fork, asked me to pass the following message on to you:

“This is just a short note to thank you on behalf of the Forest Service, the millions of other folks we manage the land for, and especially myself, for doing such an exemplary job of cleaning up the hunting camp your party occupied . . .

‘ . . . I want to convey my delight upon inspecting your campsite the following week. I had to convince myself that I really had seen a large party of people with vehicles and stock comfortably ensconced in the site. I remember some comments made by some in your party about keeping the woods clean—but your actions speak volumes more.

‘I wish there were some sort of forum . . . to trumpet the . . . virtues in action here. . . . (being a) role model . . . other users in the country need; I’d love to put you folks on the pedestal. Instead I can only repeat our THANKS. Please share this message with the other members of your group.’ ”

On November 10, Clem received the following letter:

“Thank you for your letter . . . to my father, Sherman Rood . . . I trust you will forgive my audacity when I admit to you that we always leave a campground in that condition.

“I believe the most important thing about your letter is the effect it had upon my father. He is a man in his 70’s who made a living as a sawyer in the logging woods throughout the 1930’s, 40’s, and early 50’s. . . . it was not particularly necessary, in

those . . . to pack . . . garbage off the hillsides. Yet, my father . . . did . . . As a teenager I can recall his being chided by the other men in the logging camp for packing his oil cans and other garbage back to camp. Nevertheless, he did so and it rubbed off on me.

“With his background he has not distaste for the United States Forest Service, but on the other hand, he has always considered the Forest Service one of those natural irritations with which man has to contend. Your letter had a tremendous effect toward erasing that attitude.

“I have the honor of being Scoutmaster in Boy Scout Troop 323. I trust you have no objection to my using that letter as an example for the Scouts in the Troop. Summer before last we spent three days at Black Mare Lake . . . There was considerable litter in the vicinity of the upper lake. The Scouts did quite a bit of growling because we hiked in with a full pack and hiked out with a full pack. We packed approximately 200 pounds of garbage out from the lake. My only real reason in justification to the Scouts for packing the garbage out is ‘Because that is the way we do it in this Troop and Boy Scouts don’t litter.’ Scouts argued, although they lost, that packing out their own litter was one thing but to spend 2 to 3 hours picking up litter which other people left and then being required to pack it for 4 or 5 miles was a bit much.

“I intend to use your letter (to show the Scouts) why we packed out the garbage.

“Thank you for your letter. It has already had a much further reaching effect than I expect you anticipated.” □

SLICE OF LIFE

For exercise, health —and fulfillment— plant a garden this year



The image of today’s gardener is vastly changed from what it once was.

We’re not the victory gardeners of World War II, growing vegetables for survival; nor the family gardeners of just a few years ago who gardened just to save money.

Our activity is spurred by something other than necessity. Although the typical garden produces \$356 worth of produce and costs \$32 in materials, today’s gardeners have other goals in mind. They include:

***ENJOYMENT.** Busy people like the peace and relaxation of working the soil.

***HEALTHFUL FOODS.** The vitamin content of vegetables is highest right after being picked. It declines steadily and significantly for the first couple of days afterward. The only way to get just-picked quality? Grow it yourself.

***EXERCISE.** The conditioning effect of gardening is ranked somewhere between brisk walking and jogging.

***BEAUTY.** The new trend is to plant flowers and vegetables together for an attractive yet functional decorative effect around your yard.

***SAVINGS.** While saving the food dollar is now ranked as the fifth in importance to gardeners, it’s still there. It’s a pleasure to boast about how much a supermarket would charge for your masterpieces—if the supermarket could get such high-quality vegetables.

Consider planting a garden this year. You’ll get exercise, vitamin-rich vegetables, communication with nature, and maybe even save a few dollars. □

THE BIGHORN COMEBACK

Lured in by the mixture of alfalfa and apple mash, the bighorns seemed content to eat. Suddenly, the large drop-net above them was released and the workers rushed in. The 25 captured sheep were quickly and carefully taken out of the net, checked for disease, vaccinated and loaded into trailers. Their destination was the windswept ridge of Fish Creek Mountain in northwest Wyoming on the Big Piney Ranger District of the Bridger-Teton National Forest.

Rocky Mountain bighorns once roamed throughout this mountainous area, but their numbers declined rapidly in the 1950's. Competition with domestic sheep, disease and unlawful hunting were blamed for the decline. Whatever the cause, by the late 1950's, bighorns were seen no more.

Then in 1981, roughly 20 years after they disappeared, 35 bighorns were re-introduced into the area through the cooperative efforts of the Forest Service and the Wyoming Game and Fish Department. From these initial 35 sheep, the herd had grown to about 60. The 25 bighorns trapped at Whiskey Basin near Dubois, Wyoming, were on their way to join them.

This time, the transplant was even more of a cooperative venture. Besides the Forest Service and Wyoming Game and Fish Department, other partners in this transplant were the Foundation for North American Wild Sheep (paid for the helicopter time) and Skyline Construction of Big Piney (plowed the road into the airlift site). Big Piney's mayor even came to watch the operation.



The bighorns were placed in wooden crates and flown to the top of Fish Creek Mountain by helicopter.

At the airlift site, the bighorns were transferred from the trailers into ten large wooden crates with two or three sheep in each one. One by one, the crates were hitched to a sling

underneath the helicopter and flown to the top of Fish Creek Mountain.

Eight men were waiting on the mountaintop to guide the crates to a soft landing in the snow and to unhook them from the sling. One at a time, the crates were lined up with all entrances facing south. All the sheep were to be released at once so they would band together.

Shortly after the tenth crate arrived, five men climbed on the lined-up crates and grabbed a door in each hand. On cue, they pulled all ten doors open. At first, the stunned sheep just stood there. Then they began to shoot out of the crates—a few at first, then more, until finally the last two had to be literally dumped out. Just as hoped, the sheep banded together as they headed south to their new home.



After the crate doors were pulled open, the sheep shot out of the boxes a few at a time.

But, the story does not end here. The transplant is only the beginning. Protection and improvement of bighorn habitat in the area are essential. Without adequate habitat the re-introduction program cannot succeed. The Fish Creek Mountain area has several good areas for bighorns, but there are also opportunities for improvement.

Thanks to a decision by a rancher to discontinue his sheep grazing operation, no domestic grazing has occurred in the area since 1973. This has eliminated food competition between wild and domestic sheep, prevented the spread of disease from domestic sheep to bighorns and greatly increased the chances for a successful re-introduction effort.

Bighorns are very sensitive to human disturbance so the area has been closed to snowmobiling in an effort to reduce the animals' stress levels during critical winter months.



The last two bighorns were reluctant to leave their crate and had to be literally dumped out.

Besides protecting the existing habitat, there are also plans to provide some new habitat areas through prescribed burning. The objectives are to increase food production and encourage sheep dispersal to new areas. Ultimately, the goal is a larger and more widely distributed bighorn sheep herd.

So far, the Fish Creek Mountain bighorn sheep re-introduction has been a success. The sheep are doing well



Once they were out of the crates, the sheep wasted no time heading south into their new home.

and the population is growing. A key to future success will be continuing cooperation between concerned organizations. Through these continued efforts, bighorns can make a comeback in the Wyoming Range.

Mark E. Van Every
Information Assistant
Bridger-Teton National Forest



FIRST VISITOR TO NEW TONOPAH OFFICES

The new Tonopah Ranger District offices had only been occupied a week when an inspection was made by a representative of the local wildlife community, "Wily Coyote." Inspector Coyote found the front porch of the new building a fine shelter from the chilling winds of January.



Wily Coyote tries to warm himself by huddling against the building.

He visited with our staff about our wildlife program on the Tonopah District, being most interested in rodent and sagehen production for FY 1987. Wily also said he felt he is a misunderstood fellow who is just trying to live off the land. As a matter of fact, his family has been in this neck of the woods a lot longer than most of the people who want to get rid of him. He did say that he understands he is a victim of the times, which portray the coyote as an outlaw. Wily admitted a few of his brothers cross the line occasionally to secure a free meal at the expense of others.

With an eye to the future, he said his family would continue to make its living off the land regardless of life's misfortunes. In short, he was happy to welcome us and was optimistic about the future of wildlife on the Tonopah District.

Rick Smith
Range Conservationist
Tonopah Ranger District
Toiyabe National Forest



FISHLAKE DEVELOPMENT/ENHANCEMENT WORKSHOP

With the approval and support of the Forest Supervisor and his Management Team, the Fishlake National Forest Employee Advisory Council sponsored two Employee Development/Enhancement Workshops in February. The need had been identified through other Forest workshops over the past year and a half.

Approximately 30 employees—including a cross section of professionals, clerical, technicians and seasonals—attended the session.

The workshop objectives were to help the employee:

- Analyze current job situation
- Develop career goals
- Identify tools that can be used to achieve career goals
- Develop personal career action plan

Objectives were based on the important premise that the employee needs to take responsibility for his/her own career.

A Career-Life Planning tape program developed in Region 1 directed each employee to review personal life considerations, values, time management, peak experiences, interests, knowledge, skills, abilities, wants and needs, and then, based on this information, develop career life goals.

Informal presentations and work group activities dealt with tools employees could use to meet their career goals.

Speakers included Pat Kelly, Aviation and Fire Management, Regional Office, who talked about organization trends, becoming aware of opportunities, and characteristics and skills needed to advance in the organization. He also discussed SF-171's and critiqued a sample Evaluation Criteria. Larry Theivagt, Recreation Staff Officer in the Fishlake Supervisor's Office, told how he got where he is now.

At the second session, Bertha Gillam, Deputy Forest Super-

visor, Wasatch-Cache National Forest, talked about sacrificing to meet career goals, developing mentors, and preparing for the jobs we want. John Destito, Personnel Management, Regional Office, talked about our responsibility toward Affirmative Action and how it affects competition for jobs. Ray Barker, Personnel Management, Fishlake Supervisor's Office, told how to sell yourself on the SF-171.



Bertha Gillam, Wasatch-Cache Deputy Forest Supervisor, presents information on how to advance in the Forest Service. (Photo by Mike Stubbs)

Conducting the workshop were Fishlake employees: Scott Bell, Range Conservationist, Loa Ranger District; Jim Chard, Range Conservationist, Fillmore Ranger District; Mike Stubbs, Forester, Richfield Ranger District; and Sherry Sorensen, Payroll Clerk, Supervisor's Office.

Additional workshops may be held to allow other employees an opportunity to participate.

Natalie Morrell, Resource Clerk
Loa Ranger District
Fishlake National Forest



BOOK REVIEWS

... "A Utah Flora"

Duane Atwood, Intermountain Regional Botanist, and Sheryl Goodrich, Botanist, Vernal District, Ashley National Forest, are two of four authors of "A Utah Flora," a comprehensive treatment of vascular flora that will be particularly useful to students of plant identification, according to the publication's announcement flier.

The other two authors are Stanley Welsh and Larry C. Higgins.

The enormously large, pictureless book lists some 2,572 species of indigenous taxa, 355 infraspecific entities, and 580 introduced species, for a total taxa of 3,507.

The 900-page "A Utah Flora" can be purchased from Great

Basin Naturalist, MLB Life Science Museum; Brigham Young University; Provo, Utah 84602; for \$40 per book.

Prior to publication of this book, range conservationists, botanists, and others interested in Utah flora had to rely on books of other states, such as Colorado, California and Arizona. Some sources were from expeditions in the 1800's. Today, some sources for verification, called holotypes, are as far away as the Smithsonian or the New York Botanical Garden.

Collecting the holotypes for Utah at the Brigham Young University herbarium began in the 1950's when author Stanley Welsh started his 7,000 taxa collection for his Master's thesis. Soon to follow were the collections of the other authors for a total of 300,000 sheets. Three thousand sheets were done in 1986 alone while the book was receiving final editing.

"Book Reviews" continued.

... "Uinta Basin Flora"

The "Uinta Basin Flora" is a field manual containing 1,660 specific and subspecific taxa of vascular plants.

Because the book is intended for field use, authors Elizabeth Neese and Sherel Goodrich incorporated, as often as possible, key features that can be readily seen without a dissecting scope. In some groups, a dissecting scope is still essential.

The area of this flora includes the crest of the Uinta Mountains, Strawberry River drainage, and the East and West Tavaputs Plateaus—everything that surrounds and leads into the Uintah Basin. The book is the culmination of 16,000 collections covering the entire Vernal Bureau of Land Management District and the Ashley National Forest and was funded by both agencies.

The joint venture to identify plants in the Basin peaked with the passage of the Threatened and Endangered Species Act. Funding and emphasis on plant identification have slacked off considerably in recent years.

"Some genera such *Astragalus*, *Penstemon*, and *Cryptantha* are loaded with species endemic to the Uinta Basin and not found elsewhere in Utah. For these genera, the "Uinta Basin Flora" will be of little value to anyone interested in plants outside the Uinta Basin area, but the book could be helpful for keying grasses and other widely distributed groups of plants on neighboring Forests in Utah, since grasses are generalists," explains Goodrich.

There are no illustrations in the book because it would have been too costly to do so. Goodrich says the \$60 per volume (six volumes) of Intermountain Flora will have illustrations.

Contact Sherel Goodrich at the Vernal Ranger District, Ashley National Forest, for a copy of "Uinta Basin Flora." □

UTAH POWER & LIGHT, MEDIA, BOY SCOUTS AND UINTA NF TREAD LIGHTLY TOGETHER

In the foothills of the Wasatch Mountains behind Pleasant Grove, a startled motorcyclist headed up an eroded, illegally pioneered trail, only to meet an angry horde of Boy Scouts, reporters, Uinta Forest Service employees and Utah Power and Light officials.

He quickly retreated.

What he had met was the first wave of the Uinta Forest's attack on abuse of Forest-administered lands by illegal off-road vehicle users.

In an effort to educate the Utah public, Lyle Gomm, Uinta Recreation Branch Chief, convinced Utah Power and Light (UP&L) to join forces with the Uinta National Forest in stopping land abuse.

Why involve UP&L? The company's major powerline access road runs 20 miles through a scattered patchwork of private, city, county, and federal lands along the base of the Wasatch Front. For years, it has served as the major "jump off" point for hundreds of problem "trails." These trails have proliferated to the extent that several communities in Utah Valley have severely scarred scenic backdrops. Most people in the community want ORV's kept on legal roads and trails, not riding all over. Given the opportunity to demonstrate that a utility company cares about the environment, UP&L stepped forward when the invitation was given.

Why involve the Boy Scouts and other service organizations? Boy Scouts have traditionally provided a training program for young people in outdoor stewardship. Reseeding and restoring eroded hillsides are excellent environmental projects for Eagle Scouts and Scout troops. Besides current Scoutpower



TREAD LIGHTLY!

for restoring the land, the Forest Service gains some potential new educators and supporters from among these young people. Scouts who work on these projects develop a sense of ownership and heightened awareness about abuse of the land through misuse of off-road vehicles. Many organizations have members who care a great deal about the mountain environment and are eager to help once they share in the vision.

Why involve the media? A law enforcement program will not succeed unless there is understanding. The best way to educate the public is through television, and, to a lesser extent, newspapers and radio. In addition, UP&L, the Boy Scouts, and other volunteers all benefit from publicity generated by cooperative efforts.

The effort continues. Further discussion with the Boy Scout Council and other service organizations will result in more participation in seeding, signing, and restoring eroded trails for the Tread Lightly Program.

UP&L and the Uinta already have given presentations to civic groups. Further action items are planned for 1987. Wasatch Front District Rangers and Gomm are visiting city council members, county commissioners, State legislators, county and city law enforcement units, and private landowners to spread the vision of Tread Lightly.

The only regret anyone has so far is that the reporters did not get video footage of the irate Scouts raising their rakes angrily at the motorcyclist riding into their newly reseeded area.

Ann Matejko
Public Affairs Specialist

□

INDIANS OBSERVE FIREFIGHTING TECHNIQUES IN REGION 4

From June 1 to July 27, 1986, Prem Chandra Lal Srivastava from India visited the Boise National Forest. Prem was one of six Indians to come to the United States as part of the United Nations Food and Agricultural Organization project to help India modernize its firefighting techniques. Five other Forests in the Intermountain Region were involved—the Payette, Dixie, and the Ashley each hosted one, and the Toiyabe hosted two. The Indians came from two different states in India: Uttar Pradesh and Maharashtra.



Prem Chandra Lal Srivastava.

Officially, Prem attended seasonal fire school, inspected active lookouts on the Forest and visited the Lucky Peak Nursery, the Fire Weather Forecast Office, and the Intermountain Research Station. He reviewed the coordination efforts at BIFC, accompanied the Fire Readiness Inspectors, and observed the Oak Grove Fire Camp on the Dixie National Forest. This fire burned 8,500 acres.

On a more personal note, Prem learned about the American culture. He attended a wedding, went square dancing, observed the Fourth of July celebrations, visited the Boise Zoo and the Idaho Historical Museum, and even traveled to Yellowstone National Park. He experienced McDonald's and discovered

that he liked McNuggets and barbeque sauce but also found food in Boise to be about five times more expensive than it is in India. His diet in India consists of bread, rice, fruits, vegetables and eggs.

Prem discovered many differences in the way the two countries fight fires. In India, most fires are man caused. Because India is so populated, most fires are detected and suppressed by villagers. Seldom are water or handtools used to put out the flames—villagers do it by hand. The Indians don't use aerial firefighting methods such as smokejumping and retardant drops, although a plane is now used for surveillance and a helicopter for fire suppression. Because a network of firelines are cut and burned each year, large fires do not frequently occur. The India Forest Service has no prevention symbol like Smokey Bear but they do have an education program. The Indian government has recently passed a law requiring any person or company who destroys a forested area to replant 10 times the acreage of trees in another area. Radios are only now being developed as a means of communication in India.

Most forest land in India is owned by the government which harvests the timber and sells it to private companies. Fire is a threat to this source of income but it also threatens endangered lions and tigers. Temperatures are vastly different in India. The coldest it gets in India is about 40 degrees and temperatures often soar as high as 117 degrees. Firefighting is more difficult in Idaho because of the mountainous terrain. The Indian fire season is from February to June unless the monsoons fail to arrive on schedule.

The Pulaski pick-ax and the McCleod hoe-rake are just some tangible souvenirs of the technology our six visitors took back to India. Prior to June 1986, not many people in Region 4 knew much about India but we, too, have learned.

Barbara L. Forderhase
Public Affairs Assistant
Boise National Forest

□

RANGER BOB DAY BLOOD BANK PROGRAM

Monticello District Ranger Bob Day has been fighting a courageous and effective battle with leukemia. His condition has improved to the point where he can obtain most required medical attention at Monticello and is physically able to work and live at almost his previous level.

Bob does, however, require a substantial amount of blood on a regular basis. The local people held a drive and contributed enough blood to carry him until this point in time. Many Forest Service people have offered and now can help.

The Utah Valley Medical Center has set up the following program:

Donations of blood can be given at the following hospitals during most days. An appointment is desirable, especially

if there is a group.

Utah Valley - Provo (call 379-7021); LDS - Salt Lake City (call 321-1150); McKay/Dee - Ogden (call 627-2800)

The Utah Valley Medical Center has also scheduled Mobile Blood Bank Drives as follows:

May - Moroni, Price, Fillmore; June - Salina, Ephraim; July - Cedar City, Manti, Moab; August - Roosevelt; September - Nephi, Panguitch, Kanab; October - Cedar City, Delta, Price, Ephraim; November - Richfield, Price, Fillmore; December - Nephi

Watch local newspapers for more details on the Mobile Blood Bank Drives. Please be sure your donation is credited to: FOREST SERVICE GROUP FOR BOB DAY.

□

REED C. CHRISTENSEN RECEIVES AWARD



Reed Christensen, Forest Supervisor, Manti-LaSal National Forest, received an award recently from John D. Leppink, President, The Bonneville Chapter of the American Fisheries Society, for accomplishments in behalf of fisheries and instream flows of water. The award specifically cited: progressive efforts during water rights adjudications (proposed developments in Manti and Sixmile Canyons and the proposed Gooseberry/Fish Creek Narrows project), willingness to uphold the NEPA process, administrative support to his staff, and leadership and support in rehabilitating and correcting damage following the 1983-1984 flood events. The award was presented at the joint meeting of the Fisheries Society and Wildlife Society in Provo, Utah, on March 6.

Mr. Leppink addressed the following comments to Reed, "We all too often take for granted, or fail to recognize fellow resource professionals working side by side in related issues who, like you, have been diligent public servants committed to managing the public land and resources for the long term public needs. It would be difficult here to cite your many Forest Service career accomplishments . . . With this Award of Merit, the leaders and membership of The Bonneville Chapter of The American Fisheries Society wish to recognize and commend you for your leadership in multiple use?" □

RETIREMENT



December 31 was a red-letter day for Donald H. Hooper as it heralded his retirement after a 35-year career with the federal government.

Don received a permanent appointment in 1958 as a Forester on the Challis National Forest. He was promoted and transferred to the Manti-LaSal National Forest as District Ranger at Castle Dale and then to the Teton National Forest in Jackson. In 1967, he was appointed District Forest Ranger on the Ashley National Forest, moving to a like position on the Salmon National Forest in 1971. Since 1978, he has served as a Range Conservationist in the Range and Watershed Management Staff in the Regional Office where he has been known for his expertise in grazing permits and appeals. These skills were recognized with an Outstanding Performance Award. Don also received a Group Award from the Secretary of Agriculture for his work with the Oak Creek Project on the Fishlake National Forest.

Don is already enjoying a full non-Forest Service schedule, beginning his day with a swim and then working and training horses and mules. □

AWARDS



REGIONAL OFFICE

Cash

BECKY RAGLAND, F&PS - For processing Bridger-Teton NF payments from 10/1/86 to 1/15/87 while the Forest was short handed.

JANICE ERMATINGER, F&PS - For processing Bridger-Teton NF payments from 10/1/86 to 1/15/87 while the Forest was short handed.

RICHARD D. BEER, E - For outstanding accomplishment of additional work as Regional Electrical Engineering Technician.

JOE CALDERWOOD, RICHARD BRYNER, SUSAN MCDANIEL, JOYCE STODDARD, RIDLEY LIFSEY and RON BRODERIUS, E - For an outstanding job in providing support and assistance to Forests in completing their Land and Resource Management Plan Maps and National Forest Travel Maps.

NEVAN MATTINGLY, IS - For improvement to the LAN

MARION MORRILL, E - For continued excellent performance exceeding the requirements of an equipment specialist.

PAMELA S. BRONSON, E - For performance exceeding the normal requirements of the job.

BILLY KEITH, E - For accelerated productivity to meet significantly increased design load demands in last quarter to meet year-end contracting deadlines.

BILL SELF, E - For sustained superior performance in his assignment as Regional Dams/Hydraulics Engineer.

WILDEN MOFFETT, E - For sustained superior performance in his assignment as Regional Architect.

ROBERT HARMON, E - For performance exceeding the normal requirements of the job.

KARL SMITH, E - For special effort and initiative in preparing equipment needs report, justification, and final specifications for controller system.

SALLY JOHNSON, E - For continued use of computers to support fleet operations exceeding the requirements of a clerk.

JERRY JACOBY, E - For special effort and initiative in developing a computerized listing of special aerial photography in the Region.

LYNN WIESE, E - For overseeing the timely and effective creation of justifications, specifications, and contracts that allowed for the progress and continued production of photogrammetric products.

GARY GIBBONS, E - For sustained superior performance as Regional Architectural Draftsman.

KATHY BRECHBILL, E - For special effort and initiative in completing the Data General users self-study course and preparing instructions for use by others.

PATRICIA L. GARDINER, F - For sustained superior performance in providing special maps and graphic products in support of Regional goals.

RICHARD J. BIRD, E - For significantly exceeding acceptable levels of performance in providing leadership, technology transfer, and training in engineering element of ski area management.

JON LIBBY, E - For accelerated productivity to meet significantly increased design load demands in last quarter to meet year-end contracting deadlines.

KENT BINGHAM, E - For sustained superior performance in his assignment as Regional Water and Sanitation Engineer.

MAX EWING, E - For initiative and accomplishments in systems applications.

GERALD WILSON, E - For the cost savings achieved in the installation of the compressed air system at the Regional Materials and Testing Facility.

WAYNE BEDDES, E - For initiative and accomplishments in systems applications.

Letter of Appreciation

SANDY TAYLOR, F&PS - For processing transfers of station for the Bridger-Teton NF.

BOISE NF

Cash—Sustained Superior Performance

HERBERT L. CORN, Forestry Technician, SO-AF&L - For outstanding leadership in aviation and fire suppression programs during 1985 and 1986.

Cash—Special Act or Service

JUDY LANSING, Procurement Clerk, Idaho City RD - For distinguished performance as Procurement Unit Leader/Ordering Manager for the Crooked River Fire Incident, while concurrently performing the duties as Acting District Business Management Assistant.

RICHARD P. WEBSTER, Forester, Appraisals, SO-AF&L - For completing several high value difficult appraisal reports enabling land exchanges of thousands of acres.

SALMON NF

Cash

ROBERT W. HENNES, Hydrologist, SO - For the timely suggestion and subsequent assistance in establishing local viewing of teleconference.

PERSONNEL



REGIONAL OFFICE

Appointments

GLENN NELSON, Airplane Pilot, A&FM

DEBORAH YEARY, Typist, PM Clerical Pool

Promotions

SANDY TAYLOR, F&PS

MARC ANDERSON, A&FM

Promotions in Place

COLLEEN ANDERSON, Editorial Assistant, IO

LYNN BIDLACK, R&L

Reassignments (With or Without Promotion)

WALLACE T. SHIVERDECKER, Current Affairs Officer, IO, from Region 6

KEITH BAWDON, IS, to AS, to head government acquisition project

JAMES E. STONE, Audio-Visual Specialist, IO, from Salmon NF

Resignation

MARVIN ROBISON, P&B Economist

Transfer In

TERRY SMALL, Airplane Pilot, A&FM, from United States Justice Department in El Paso, Texas

BRIDGER-TETON NF

Appointments

JAQUELINE L. EDKINS, Clerk-Typist, Big Piney RD

Promotion in Place

LYNDA L. HOUEK, Business Management Assistant, Big Piney RD

Reassignments (With or Without Promotion)

WILLIAM FOURNIER, Accounting Tech, SO, from Forestry Tech Aerial Fire Depot, Missoula, Montana

Transfer In

SHEILA KONKEL, Accounting Technician, SO, from Payroll Clerk, Department of Army

CARIBOU NF

Reassignments (With or Without Promotion)

TIM JOHNSON, Supervisory Contract Specialist, SO, from Contract Specialist, Targhee NF

CALVIN R. DENNISON, Contract Specialist, SO, from Contract Specialist, Sawtooth NF

SALMON NF

Reassignment (With or Without Promotion)

S. E. (LOU) WOLTERING, Forester (Admin.), Leadore RD, from Supervisory Wildlife Biologist, Klamath NF

TARGHEE NF

Reassignments (With or Without Promotions)

KRISTINA M. DREWES, Purchasing Agent, SO, to Forestry Technician, Ashton RD

WANDA J. ADAMS, Procurement Assistant to Support Services Specialist, SO

KARLOTTA K. PARRY, Voucher Examiner, to Mail and File Clerk, SO

WILLIAM K. FROME, Support Services Specialist, to Personnel Clerk, SO

CEDRIC E. GUTENBERGER, Purchasing Agent, to Payroll Clerk, SO

JAMES HENRIKSON, Personnel Mgmt. Spec., SO, from Personnel Mgmt. Spec., Ashley NF

LEE W. COLLETT, Forest Engineer, SO, from Transportation Planning Engineer, RO

CLAIRE CHALKLEY, Range Con, Island Park RD, from Range Con, Apache-Sitgreaves NF

HOWARD LYMAN, Range Con, Island Park RD, to Range Con, Apache-Sitgreaves NF

TIM JOHNSON, Contract Specialist, SO, to Supervisory Contract Specialist, Caribou NF

TOIYABE NF

Reassignment (With or Without a Promotion)

ANN MELLE, Forester, Las Vegas RD, to Trainee Special Agent, R-2

PARTING SHOT

—Two young men, ages 37 and 28, were found guilty after a court trial before a United States Magistrate of converting government property to their own use and selling it. The value of the property was less than \$100 so the violation was a misdemeanor under federal law. The men were given a 60-day jail term and were ordered to make monetary restitution to the United States. The two men involved were members of a Utah fire crew assigned to fight fires near Deadwood Reservoir. In an earlier proceeding, another firefighter pled guilty to theft of a government portable electric generator from the Anderson Fire Camp. In both cases, an investigation by the Forest Service and Boise County Sheriff's Office resulted in the filing of charges. Assistant United States Attorney Ronald Howen said convictions of this nature should serve as warning to others that such conduct will be prosecuted by the United States Attorney's Office.

—About 130 junior high students in McCall learned hands-on winter survival skills after two days of classroom training. Experts from the Payette National Forest and the Payette Lakes Ski Patrol joined forces to teach first-aid basics (frostbite, hypothermia, shock and injuries), shelter building techniques, and how to build a fire in wet conditions. The students learned that the body temperature of a stranded or injured person has to be maintained by building a shelter and a fire. Proper clothing was stressed and a demonstration proved that wool socks are warmer than cotton socks in any conditions. Twelve groups of 12 students, armed with shovels and the vigor of youth, built elaborate dome-shaped shelters. Teachings also included being in mental control of an emergency—anyone can survive if they have the essential items.

—Dean E. Stepanek, Montana State Director of Bureau of Land Management, has been named Assistant Director for

BLM's national office of Lands and Renewable Resources in Washington, D.C.

—A new exhibit marking the 100th Anniversary of the Discovery of Hansen Cave (Timpanogos Cave) will feature turn-of-the-century photographs of Martin Hansen, the pioneer days in American Fork Canyon (Utah), and the development of Timpanogos Cave National Monument. The exhibit will be on display throughout the year. Cave tours will begin Saturday, May 16 (weather permitting). The visitor center is open daily from 8:00 a.m. to 4:30 p.m.

—As reported in the Star News, John Hooper, McCall District Ranger, began a newsletter this month, the first of its kind on the Payette, that will regularly discuss how Forest officials plan to solve problems like the lack of a trailhead at 20-Mile Lakes. The current newsletter also outlines production targets and upcoming projects that will keep McCall District workers busy this year.

—Effective April 3, the Regional Wildlife Staff was renamed Fisheries and Wildlife Management (F&WL). □



Published for Forest Service employees and retirees by the Information Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Bldg., 324 25th Street, Ogden, Utah 84401.

Colleen Anderson, Editor

Susan McDaniel, Design and Layout

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